



Guardian Industries Corp.  
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Anne E. Blake-Dreher, Assistant General Counsel

VIA CERTIFIED MAIL, RETURN RECEIPT REQUESTED & U.S. MAIL AND EMAIL

January 22, 2015

Mr. Michael Lake  
2039 Airport Highway  
Toledo, Ohio 43609

**Re:** Your Violation of September 30, 2003 Agreement, General Release and Covenant Not to Sue

Dear Mr. Lake:

This is to verify that Guardian Legal has received and reviewed your email correspondence dated December 13, 2014 as requested by you.

In November 2002 you filed a civil rights charge against Guardian, were represented by a lawyer, Kollin Rice, and the Company and the EEOC investigated your complaints. On September 30, 2003 you settled all of your complaints against Guardian, received \$12,000, released all of your claims against Guardian, agreed to keep the terms of the agreement confidential, and agreed not to disparage Guardian and its current or former employees by making any negative statements, whether oral, written, or electronic. See Paragraph 8 of the enclosed Agreement, General Release and Covenant Not To Sue ("Agreement").

Unfortunately since that time you have repeatedly engaged in behavior that violates Paragraph 8 of the Agreement (09/05; 8/07; 5/12/08; 5/22/08; 5/25/08; 9/2/10; 9/10/10; 12/14; 1/15). You were cautioned about these potential violations and reminded of your obligations under the Agreement by Thomas Pastore on May 20, 2008, and again by me on September 3, 2010 and requested that you cease and desist from engaging in this behavior. We were hopeful that by providing these reminders and trying to work with you this way, rather than pursuing legal remedies, you would stop.

Regrettably you are engaging in this behavior again by threatening Guardian and its current and former employees in your December 2014 email and January 2015 emails in violation of Paragraph 8 of your Agreement. Guardian is reminding you about your obligations under the Agreement to stop this behavior and stop contacting the Company about matters that have been fully resolved in the past.

I must remind you once again that the Millbury facility, as well as other Guardian facilities, are private property, and based on your action, if you enter any Guardian facility or its private property at any time for any reason, we will immediately contact the police.

Please understand that Guardian is not waiving its rights to enforce the Agreement and if you continue with this behavior, it will consider contacting the court for an injunction against you, a protective order against you, and start proceedings for the return of the \$12,000.00 due to your violations of the Agreement.

Mr. Michael Lake  
January 22, 2015  
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PLEASE GOVERN YOURSELF ACCORDINGLY.



Anne E. Blake-Dreher

Enclosure

cc: Kollin Rice, Esq.